



## **FOREIGN OVERSEAS RECRUITMENT INFORMATION**

### **RELOCATION EXPENSES**

Relocation expenses (i.e., Permanent Change of Station) are authorized in accordance with applicable travel regulations and Department of Navy Policy.

### **RECRUITMENT INCENTIVES**

Relocation incentives as described in 5 USC 5753 may or may not be authorized in accordance with applicable command policy and available command funding.

### **RELOCATION INCENTIVES**

Relocation incentives may or may not be authorized.

### **RESTRICTED TO US Citizens and Nationals, i.e. AMERICAN SAMOA AND SWAINS ISLAND**

Under Executive Order 11935, only United States citizens and nationals (residents of American Samoa and Swains Island) may compete for civil service jobs. Agencies are permitted to hire non-citizens only in very limited circumstances where there are no qualified citizens available for the position.

### **PAY RETENTION WILL BE GRANTED**

Pay retention will be granted to the selectee who accepts a downgrade when there is no step in the lower grade that equals or exceeds his/her current rate of basic pay.

### **TOUR OF DUTY**

Length of tour varies depending on duty location.

### **FOREIGN ALLOWANCE, TRANSPORTATION, AND TRAVEL EXPENSES**

Selectees who currently reside outside the foreign area will be eligible for foreign allowances (as applicable), transportation agreement and payment of travel expenses (in accordance with the Joint Travel Regulations Vol II).

### **OVERSEAS BENEFITS**

Candidates initially selected from the U.S. may be eligible for certain overseas benefits, including:

- Relocation allowances
- Tax-free living quarters (housing) and post (cost-of-living) allowances
- Interest-free salary advance (an amount up to three months)
- Student education travel for dependents
- Home leave, a special paid leave to be taken in the U.S.

- 360 hours annual leave (paid vacation) accumulation as opposed to normal 240 hours
- Job placement options back to the U.S. upon completion of overseas employment
- Separate maintenance allowance may be available for eligible family members

A final determination will be made at time of tentative selection based on both position and personal eligibility.

### **LIVING QUARTERS ALLOWANCE (LQA)**

This is a reimbursement granted to an employee to help defray the annual cost of suitable, adequate living quarters for the employee and his/her family at a foreign post where government-leased or -owned housing is not provided. It is adjusted every pay period for changes in monetary exchange rates. LQA eligibility is categorized by "quarters groups" based on the employee's grade level or rank and his/her family size. LQA is not taxable.

### **POST ALLOWANCE**

Post Allowance is paid to compensate in part for the higher price of many goods and services in overseas areas. It is based on the employee's salary, work schedule, number of dependents, and the employee's duty station location. Changes in exchange rates also raise or lower the post allowance since exchange rates affect the cost of goods and services bought on the economy. Post allowance is not taxable.

### **DUAL CITIZENSHIP**

If you are a dual citizen, please identify the countries of citizenship in your resume. The NATO Status of Forces Agreement prohibits employment in the U.S. Civilian Component in a host nation of any person who holds dual citizenship of the U.S. and that host nation. For example: A person who holds both Italian and U.S. citizenship may not be employed in the U.S. Civilian Component in Italy; however, that person is not prohibited by the NATO Status of Forces Agreement from employment in the U.S. Civilian Component in another NATO host nation of which (s)he does not hold citizenship.

### **DODEA SCHOOLS**

If you are recruited from the U.S., your dependents may be eligible to attend DoD schools free of charge. Department of Defense Education Activity (DoDEA) students' average test scores were higher than the national average for the 2008 TerraNova Multiple Assessments, 2nd Edition. For more info on DoDEA schools visit: <http://www.dodea.edu/>.

### **OVERSEAS SPECIAL NEEDS FAMILY**

Important Information for applicants with family members with special medical or educational needs:

Applicants who have family members with special medical or educational needs should review the DoD Instruction 1315 for information regarding living and working in an overseas area. <http://www.dtic.mil/whs/directives/corres/pdf/131519p.pdf>

The Exceptional Family Member Program (EFMP) provides comprehensive and coordinated community support, housing, educational, medical, and personnel services to families with special needs. An exceptional family member is a child or adult dependent with any physical, emotional, developmental, or intellectual disorder that requires special treatment, therapy, education, training or counseling.

To contact Navy EFMP coordinator, go to: <http://www.public.navy.mil/bupers-npc/support/efm/Pages/default.aspx>

To contact Marine Corps EFMP coordinator, go to: <http://www.mccs-sc.com/efmp/index.asp>

For information on overseas DoD Dependent Schools and Educational and Developmental Intervention Services, go to: <http://www.dodea.edu/Curriculum/>

**STATUS OF FORCES AGREEMENT (SOFA)**

A Status of Forces Agreement (SOFA) Driver's License may be required depending on the duty station of the position.

**US PASSPORT**

Must be able to obtain and maintain a U.S. Passport.

**TRAVEL FROM NORMAL DUTY STATION**

This position may require travel from the normal duty station to CONUS and OCONUS locations which could include remote or isolated sites. Employees may be required to travel on military and commercial aircraft for extended periods of time.